

UCLA/San Fernando Valley Psychiatry Training Program MOONLIGHTING POLICY

1. All patient care activities outside the education program (moonlighting) must be approved by the Residency Program Director and the Chairman of the Graduate Medical Education Committee.
2. Permission for moonlighting will be granted on a semi-annual (6 month) basis. The resident's/fellow's performances and duty hours will be monitored quarterly and moonlighting privileges may be renewed or withdrawn.
3. Moonlighting activities will not:
 - a. Interfere with the resident/fellow's training at or commitment to the program
 - b. Result in a conflict with the Program's or Medical Center's interests
 - c. Adversely affect the interests, objective, or policies of the Program or Medical Center
4. Residents/Fellows who apply for moonlighting privileges must meet the following criteria:
 - a. The resident/fellow must be in good standing in the second (PGY 2) year of residency or beyond.
 - i. No marginal or low satisfactory evaluations during the last quarter
 - ii. No commentary evaluation stating or implying the concern for inadequate knowledge base, poor ethical conducts, work habits, patient care, etc.
 - iii. No incomplete notes or dictation from any rotation
 - iv. No issues of tardiness or incident of failing to return pages within the last quarter.
 - v. No delinquencies, delayed, or incomplete research assignments
 - vi. Score above the lower quartile of the national average on the PRITE (psychiatric resident in training exam) for the year/level of training maybe a criteria precluding resident from continuing moonlighting activities
 - vii. Passing scores on all exams in the didactic module
 - b. Moonlighting activities must take place only on non-call weekends, weekdays or vacation time. Fellows may moonlight outside of work duty hours as long as it does not interfere with his/her training.
 - c. The total moonlighting hours must not exceed 40 hours/week or 24 hours on a weekend.
 - d. The total on-duty hours, which include time spent in the hospital (during regular residency/fellowship work hours and on-call duties) as well as time spent on the moonlighting activities must not exceed 80 hours/week on average. Priority for hours in residency training first, with moonlighting only if hours are available.
 - e. The criteria outlined in the Residency/Fellowship contract must be followed.
 - f. Moonlighting activities must be within the scope of practice according to the Medical Board of California.
5. The resident/fellow understands the legal implications of moonlighting practice on malpractice coverage while performing regular residency duties.
6. The program must ensure that the resident/fellow receive sufficient rest to promote the resident's educational experience and safe patient care. Thus, moonlighting privileges will be withdrawn in the following conditions:
 - a. The resident/fellow fails to meet the above criteria in #3
 - b. The resident /fellow was noted to excessively fatigued (regardless of reason) with repeated incidence of falling asleep or inability to focus during the regular duty hours such as didactics, rounds, and clinics. Monitoring for excessive tiredness or fatigue will be done by attending evaluations, direct observation during rounds, clinics, didactics and 360 evaluations by colleagues, patients, nursing, administration and therapy staff.
 - c. Repeated unexcused tardiness to didactics, clinics, ward duties.
 - d. Any incident of failure to attend assigned clinics, didactics, ward rounds

- e. The resident/fellow was unprepared to present during Research activities, didactics, rounds, Journal club, etc.
 - f. Any incident of leaving the clinic or ward prior to completion of all needed work and prior to all patients being seen.
 - g. Any incident of leaving early prior to the completion of didactics without prior permission.
 - h. Difficulty with carrying regular workload duties expected for level of training.
 - i. Major medical illness or more than 5 individual days of sick leave per quarter.
7. The resident/fellow must assist the program in monitoring the total duty hours and Ensure that this does not exceed 80 hour/week or any ACGME requirement.
- a. The resident must provide the program with written permission to obtain information about his/her duty hours during moonlighting activities for any particular time period.
 - b. On a semi-annual basis, and prior to renewal of moonlighting privileges, the resident/fellow must provide the program with documentation of duty hours during moonlighting activities.
8. Moonlighting privileges for the current quarter and subsequent will be withdrawn immediately if any above conditions are not met. The resident/fellow may reapply at a later time when he/she qualifies and meets all above conditions and has rectified the cause for withdrawal of privileges.
9. Any resident/fellow who engages in moonlighting activities without prior written permission may be placed on probation.

By signing below I acknowledge that I have read and in compliance with the moonlighting policy outlined above.

Resident Signature/Printed Name

Date

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To assure compliance with the new ACGME guidelines, the UCLA/SF Valley Psychiatry Training Program has structured call in such a way that both educational and moonlighting call activities will not exceed any limits outlined by the ACGME.

It is understood that the ACGME guidelines provide that a resident can be on active duty for 24 hours continuously with a maximum of an additional 6 hours to complete unfinished business for a total of 30 hours. After working up to 30 hours continuously, the resident must have at least 10 hours off duty before any duty hours are to resume. It is noted that if a resident is on active duty for significantly less than 30 hours, then there is no stipulation of at least 10 hours off duty.

To comply, the call/overnight coverage for Olive View/UCLA Medical Center for the Department of Psychiatry will be composed of two types of call, educational and moonlighting.

Educational Call

Educational call will be restricted to only Thursdays, Fridays and Saturdays. A given resident who starts regular daytime duties at 8 am on a Friday or a Saturday and is on educational call that night will only be on duty for 24 hours. If a resident is on call on a Thursday night, then the resident will begin duty on Thursday morning at 10:00am instead of 8:00am, and the resident will leave all duties by 4:00pm on Friday (total of 30 hours). After a Thursday, Friday or Saturday call, a resident will not be on active duty for at least 24 hours since back-to-back educational call is never assigned, and a resident will not be assigned educational call on Thursday and again on Saturday.

Moonlighting Call

Moonlighting call activities will be divided into 8-hour shifts as follows:

"a shift" - 8:00am to 4:00pm

"b shift" - 4:00pm to 12:00am

"c shift" - 12:am to 8:00am

On a weekday (Monday through Wednesday), residents may take one 8-hour shift after being on duty for their regular daytime activities. A resident may take a "b" or a "c" shift, but not both. If a resident takes a "b" shift, then the total time will be 16 hours continuously, however, the resident will be off duty after midnight and will have at least 8 hours off duty. If a resident takes a "c" shift, then the resident will work 8 hours of regular daytime activities and then have approximately 8 hours off before returning to Olive View at midnight to start the "c" shift and the resident will then go to the usual daytime activities on the following day, and this will only be 16 hours of continuous duty. On a Sunday, a resident will be able to work an "a" and a "b" shift together for 16 hours, but will then be off duty at midnight and will not resume active duty until at least 8 hours later on Monday morning. If the resident elects to work a "b" and a "c" shift on a Sunday, then after completing regular daytime activities on Monday, the resident will have worked 24 hours and will be off for at least 16 hours before resuming work on Tuesday morning.

With the structure of educational and moonlighting call as outlined above, all on-call activities will comply with the guidelines set forth by the ACGME.

Additionally, the ACGME has stipulated that the total number of duty hours shall not exceed 80 hours per week on average. To comply with this regulation, all duty hours and on-call activities will be monitored periodically to ensure that there are no excessive hours.